

Employee and Labor Relations Manual

Issue 48

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Transmittal Letter

A. Introduction

The Postal Service™ has positioned itself to meet its current and future business objectives by maintaining a skilled and ready workforce that is diverse, engaged, efficient, and safe. This enables the Postal Service to successfully perform our long-standing mission of providing affordable, reliable, universal service.

The *Employee and Labor Relations Manual* (ELM) is a critical tool for understanding and implementing the programs and processes that contribute to this goal.

B. Explanation

ELM issue 48 was published in March 2020 and includes all revisions published in the *Postal Bulletin* through January 30, 2020. The Summary of Changes contains detailed information about all revisions since the publication of ELM issue 47 in September 2019. All changes published in the *Postal Bulletin* are effective immediately.

C. Availability

The ELM is available online and updated periodically; however, all ELM changes that are published in the *Postal Bulletin* are effective immediately. ELM issues 12.1 through 47 are available on both the Postal Service PolicyNet website and at <https://about.usps.com/manuals/elm/elmarch.htm>.

D. Comments and Questions.

Send comments and questions to:

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